



**President's Management Agenda
U.S. Army Corps of Engineers**

	Current Status (As of 31 Mar 05)		Progress Second Quarter FY 2005		Comments
Initiative					
Human Capital Agency Lead: Mark Mugler Pat McNabb CHCO: David Chu (DOD) HR Director: Susan Duncan Lead RMO Examiner: William Feezle OPM HC Officer: Rachel Bellamy	 Yellow Next ↑ est. by FY 2005 Q3	<ul style="list-style-type: none"> Comprehensive human capital plan √ developed. Q4 FY02 √ results analyzed & used ongoing Organizational structures √ current structure analyzed and restructuring begun Q1 FY03 √ structure optimized & process in place to address future challenges on Q4 FY04 Succession strategies √ implemented on < Q4 FY01 √ continuously updated talent pool assured on Q4 FY04 Performance appraisal plans link, differentiate, and provide consequences for √ SES & mgrs. < Q4 FY02 √ 60%+ of agency on Q4 FY04 Under representation √ implemented strategies to address on < Q4 FY01 √ reduced & established process to sustain diversity on Q3 FY04 Skill gaps √ workforce planning system implemented on < Q2 FY03 √ signify. reduced in mission critical gaps on Q2 FY04 Hiring timelines reduced √ collects data & sets standard Q1FY05 √ signif. progress & improvement Q2 FY05 Accountability system √ system developed on < Q4 FY02 ___ used to make decisions on Q3 FY05 	 Green	<u>Actions Taken Since January 1, 2005</u> <ul style="list-style-type: none"> Analyzed and compared CY 03 and CY 04 performance rating and award data and found little difference between the years. Validated all performance plans from the South Pacific Division and all SES performance plans to ensure alignment with agency mission, strategy, goals and outcomes. Reviewed the E-Gov, competitive sourcing and USACE Civil Works Strategic Plan and they were found to be in alignment with Human Capital (HC) initiatives and plans. Conducted Command Staff Review of the Pacific Ocean Division using HC metrics. Demonstrated results and outcomes of Human Capital initiatives using the Human Capital Assessment and Accountability Framework (HCAAF) guidelines. <u>Planned Actions for Q3 FY 2005</u> <ul style="list-style-type: none"> Lead learning organization and leadership discussions at the 2005 Spring Senior Leader Conference (SLC). Partner with Department of the Army (DA) to develop flexible, technology-based solutions to National Security Personnel System (NSPS) training. Publish the USACE Redeployment guide Begin analyzing Federal Human Capital Survey (FHCS) results from OPM. Actively participate in the development of the National Security Personnel System (NSPS) implementing regulations. Complete documentation of results of accountability systems. FY06 intern recruitment requirements deadline moved to 3Q 2005. Delay will not impede the success of intern recruitment. Modify metrics to align with USACE Strategic Plan. 	<ul style="list-style-type: none"> Corps is on track to meet the new Proud to Be goals. The Corps status remains yellow. The only remaining challenge in getting to green is its accountability system. Progress remains green. The Corps has begun to train approximately 30% of its personnel under NSPS. The rest of eligible Corps positions will transition to NSPS over an 18month period. USACE HQ and field elements have formed a multi-skilled and multi-level organizational Project Delivery Team (PDT) focused on NSPS implementation with emphasis on initial deployment issues, consistency of implementation and evaluation to ensure lessons learned are shared in future system deployment. USACE Professional Development Support Center (PDSC) conducted successful test of a new system for delivery of live and on-demand training directly to the desktop. USACE uses the Gallup Leadership Strengths Interview (LSI) and Executive Core Qualifications (ECQ's) to assess management competencies. LSI and corresponding ECQ's are used in identifying developmental needs. USACE hiring timeliness of 40 days surpasses the 45 day hiring model benchmark. Intern recruitment requirements have been deferred until 3Q 2005 due to Department of the Army emphasis on implementation of NSPS.

March 31, 2005

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